2018-2019 WNA Professional Policy Committee
Report and Recommendations on Benefits for Specialty Nursing Associations to Join WNA's Organizational Affiliate

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Background

ANA and other State Nursing Associations have created a membership structural unit called, **Organizational Affiliate**. **Organizational Affiliates** are specialty nursing organizations that hold organizational-level membership of ANA or the SNA. The goal of the relationship is to increase communication for the purposes of working together, share information and collaborate in finding solutions to issues that face the nursing profession, regardless of specialty. While each organization maintains its autonomy, the nursing profession and the patients we serve benefit from a shared voice that speaks on health care issues from a position of unrivalled experience and expertise. For WNA, we have been the convener of the Wisconsin Nursing Coalition (WNC). The membership and the participation of the WNC continue to decline. The WNC has been meeting to identify if a new relationship model chould be developed. At the May 2018 WNA Board of Directors Meeting it was decided to form a Task Force to conduct a feasibility study to determine the benefits of WNA developing an Organizational Affiliate structure. The members of the Task Force were Linda Gobis, WNA President, Beth Markham, WNA Vice President, Pam Macari Sanberg, WNA Treasurer and Wendy Crary, WNA Board Director-at-large.

At the July 20, 2018 meeting, the WNA Board of Directors accepted the report of the Task Force which included the following information:

1. Summary of the structure, bylaws and benefits of ANA Organizational Affiliate membership..
2. Summary of the common elements contained in the seven ANA Constituent/State Nursing Associations Midwest Regional States related to structure, bylaws and member benefits.
3. A draft of proposed changes to the WNA Bylaws that develop an Organizational Affiliate membership structure.
4. Recommend that the proposed bylaw changes be forwarded to the WNA Bylaw Committee to prepare for the WNA Annual Membership Meeting.
5. Recommend that the October 2018 WNA Dialogue Forum include WNA member input regarding the benefits that should be afforded the WNA Organizational Affiliate member.

The WNA Board of Directors accepted the report and approved the recommendations..

Report of the October 26, 2018 WNA Dialogue Forum

There were 85 participants that attended the October 26, 2018 WNA Dialogue Forum. Fifty-eight (58%) of the participants were undergraduate nursing students. The participants were provided an overview of the purpose and process for developing a **WNA Organizational Affiliate.** Following the presentation the participants were asked that at each table to reviewed and discuss specific questions.
Summary follows:

Overview: WNA is interested in supporting and advancing a more unified and visible voice for nursing in Wisconsin. WNA would like to add a new membership category, **WNA Organizational Affiliate**, to its current structure. Other nursing associations in Wisconsin would pay membership dues to belong to the **WNA Organizational Affiliate.**

2820 Walton Commons West
Suite 136
Madison, WI 53718
http://www.wisconsinnurses.org

Question 1. What benefits should be offered? Please describe benefits and rationale.
Question 3. Of the benefits you have identified which are your top 3? (Combined)

The following table summarizes responses for suggested membership benefits by priority and supporting information.

Priority 1 = most important	**Member benefit/Emerging Themes**	**Supporting Information**
1	a.) One unified voice for nurses in Wisconsin b.) Cohesive voice of nursing. c.) Unified voice with specialty groups. d.)Mutual sponsorships/support and attention to organization priorities	Identified these member benefits at the October 26, 2018 WNA Dialogue Forum.
2	Reduced membership rate.	WNA is prohibited per ANA policy to offer areduced membership fee. WNA currently has a ANA/WNA member fee of $15.00/mo.
3	a.) Open communication b.) Two meetings per year	It is assumed that O.A. members will develop task forces/subcommittees to create white papers in between the twice a year meetings.
4	Continuing education opportunities/discounts	WNA member pricing for select programs, events, and materials
5	Increase WNA membership numbers when seeing what WNA does for WI nurses.	
6	Opportunity for having a voice to present concerns to all association boards via 1-2 affiliates per O.A.	Regular O.A. updates/reports to the WNA Board
7	Dual membership in WNA/ANA	WNA is prohibited per ANA to offer dual organizational membership.
8	a.) Complimentary subscription to *The Wisconsin Nurse* and b.) Article related to O.A. will be in each issue.	WNA will include article. O.A. is responsible for content.
9	Recognition (Listserv, email, website link) Website access	A. WNA will create a password protected section on the WNA website for the Organizational Affiliate members. B. WNA staff will post O.A. related information/content that is developed by the O.A. members. C. WNA will maintain a Distribution List of the two representatives from each organization. The individual O.A. representative would be responsible for forwarding of any messages to their Specialty Association members. D. Access to WNA Member Only information related to legislative advocacy and lobbying

10	Liaison at WNA board meetings	Is addressed in proposed WNA Bylaw changes
11	Paid travel expenses	Each O.A. is responsible for travel expenses for its representatives.

Question 4. Other comments *(see Q. 2 below)*

Comment	Supporting Information
What about offering colleges/private schools at a reduced rate to encourage involvement and student enrollment?	There will be representation. All of the Deans and Directors of the WI Schools of Nursing belong to the Administrators in Nursing Education in Wisconsin Association (ANEW).
What are the mutual benefits to WNA and the Organizational Affiliate member?	Benefits to WNA and the O.A.: A. WNA will include the members of the OA as part of WNA's total membership. This supports professional nursing's voice in the legislature and other policy related settings. B. Both WNA and O.A. membership increases as purpose, goals and activities will become more visible. C. WNA-related administrative work for the O.A. will be covered through O.A. membership fees. D. Support for WNA and O.A. legislative advocacy. This may include lobbyist time with an additional paid lobbying fee for those issues on which the two organizations share platform priorities.
Can there be representation that is not on the board?	WNA can reach out to the O.A. members that have the expertise needed to support responses to issues or creating policies. Could a seat be provided for an O.A. member representative on the WNA Board of Directors?
Include nursing programs as OAs to involve and promote to nursing students	These are not established specialty nursing associations. Could a seat be provided for two representatives from the Wisconsin Student Nurses Association?
How does this structure differ from the Wisconsin Nursing Coalition (WNC)?	WNA and some of the specialty nursing associations have a 35+ year experience of WNC membership. WNA has been the administrator and convener of the WNC. This would replace WNC by establishing: 1. A clear and measurable purpose, goals and outcomes. 2. A membership fee structure. 3. WNA provides the infrastructure. 4. Meetings called by the WNA President with collaboration on the agenda.

Question 2. Please list any Wisconsin Nursing Associations that you think WNA should contact.
Response: There were 41 nursing-related associations identified.

Recommendations:
The following benefits may accrue to identified Organizational Affiliates of WNA:

1. **Increased professional nurse unity.**
2. **Two meetings per year with agreed upon white paper development between meetings.**
3. **Special pricing on conference registration for specific educational or informational offerings.**
4. **Access by members of OAs to WNA's official publication, *The Wisconsin Nurse.***
5. **Invitation for one or more OAs to provide a column/article in each issue of *The Wisconsin Nurse.* (Content to be provided by the Organizational Affiliate)**
6. **Access to member-only section of the WNA website related to legislative and regulatory issues.**
7. **Access to password protected Organizational Affiliate section on the WNA website. (Content to be provided by the Organizational Affiliate)**
8. **Maintenance by WNA of Organizational Affiliate electronic distribution member listing.**
9. **Possible representation on the WNA Organizational Affiliate by the Wisconsin Student Nurses Association, voice no vote (TBD).**
10. **Possible representation on the WNA Board of Directors for the Organizational Affiliate representative, voice no vote(TBD).**

WNA Membership Assembly 2018
Dialogue Forum #1—Organizational Affiliate Structure

1. **WNA is interested in supporting and advancing a more unified and visible voice for nursing in Wisconsin. WNA would like to add a new membership category, WNA Organizational Affiliate, to its current structure. Other nursing associations in Wisconsin would pay membership dues to belong to WNA Organizational Affiliate. What of the benefits should be offered? Please describe benefits and rationale:**
    - 2 meetings/year (9)—chance to voice concern, provide association updates, send representatives based on specialty focus
    - Complimentary Wisconsin Nurse magazine subscription (8)
    - Legislative support (6)—voice in change effect, one voice support, unification
    - Feature OA in Wisconsin Nurse (6)
    - Reduced WNA membership rate (6)—increased enrollment
    - Include in WNA communications (6)—increased nurse engagement, engage OAs, keep open communication
    - Internet advertising on WNA website (5)
    - One vote per OA (5)—can't vote on everything, OAs have a voice and are recognized as an equally valuable member
    - Access to CEUs & discounts (5)—encourages continuing education
    - WNA sponsorship/support (5)—mutual benefit to help each other, broader audience, increase unification of nursing associations, resources reciprocated
    - Dual membership to WNA/ANA (3)—unified voice amongst all nurses
    - WNA Listserv (3)
    - Travel reimbursement (3)—increased attendance to meetings/conferences
    - Attend board meetings (2)
    - Networking (2)—global perspective
    - Liaison member with WNA (2)
    - Promotional newsletter/announcements (2)—younger graduates use internet as primary mode of communication
    - OA is a non-voting member
    - Membership access to the WNA website
    - WNA representation of specialty groups
2. **Please list any Wisconsin Nursing Associations that you think WNA should contact.**
    - AACN
    - AAMN
    - American Association Men in Nursing- WI Chapter (2)
    - ANEW
    - AONE (2)
    - AORN (11)
    - APNP (2)
    - ASMI
    - CCRN (4)
    - CNM

- DNP
- ENA
- ER (2)
- HPNA
- Infusion
- Medical Surgical Association
- Mental Health
- Military Nurses (3)
- Minority Nurse
- NAACP
- NAMI (4)
- Neonatal Nurses
- NP (2)
- Nurse Anesthetist (2)
- Nursing Schools (8)
- OB (2)
- Oncology Association
- OR Nurses (2)
- Ortho
- OSNA (2)
- Parish Nursing (2)
- Pediatric (6)
- Perioperative Nurses (2)
- Public Health (3)
- Rehab
- SNA (3)
- STTI
- Wisconsin Black Nurses
- Wisconsin Hispanic Nurses
- Wound & Ostomy (4)
- WSNA (3)

3. **Of the benefits you have identified, which are your top 3?**
    - Mutual sponsorships/support and attention to organization priorities (4)
    - Reduced membership rate (4)
    - Open communication (3)
    - Continuing education opportunities/discounts (3)
    - Increase WNA membership numbers (2)
    - Voice/present concerns to board via 1-2 affiliates per OA (2)
    - Dual membership in WNA/ANA (2)
    - Complimentary subscription to Wisconsin Nurse (2)
    - Website
    - Cohesive voice of nursing
    - Recognition (Listserv, email, website link)
    - Liaison at WNA board meetings

- Preference to OA for specific policy initiatives
- OA feature in the Wisconsin Nurse
- Paid travel expenses
- One unified voice for nurses in Wisconsin
- Unified voice with specialty groups
- Attendance to 2 meetings/year

4. **Other comments:**
    - What about offering colleges/private schools at a reduced rate to encourage involvement and student enrollment?
    - Is this going to be more beneficial or is this going to be more work for WNA?
    - Can there be representation that is not on the board?
    - Nursing programs as OAs to involve and promote to nursing students
    - Big concerns—Monetary? Refocus shift from WNA members? How will WNA handle this?

WNA Membership to Consider Proposed Changes to the WNA Bylaws

The WNA Bylaw Committee received two requests for Bylaw changes from the WNA Board of Directors and the WNA Nominations Committee. These proposals were reviewed and approved by the Bylaws Committee to forward to the WNA membership for consideration. The WNA members will have the opportunity to vote on the proposed changes at the Saturday October 26, 2018 WNA Annual Meeting. There are two sections of the bylaws that are to be amended. The first is the addition of a new Article, Organizational Affiliates and the second is in Article XI – Nominations and Elections which describes how vacancies on the Nominations Committee are to be filled.

The matrix below provides the current WNA Bylaw Article, the proposed language and the rationale.

Current WNA Bylaw	Proposed language	Rationale
ARTICLE II - MEMBERSHIP AND DUES ARTICLE III - MEETINGS OF THE MEMBERSHIP	**Insert a new ARTICLE III – ORGANIZATIONAL AFFILIATES** **Section 1. An organizational affiliate of WNA is an association that:** **A. Is a nursing or health related organization that has a mission and purpose harmonious with WNA, has a governing body composed of a majority of registered nurses, and who meets criteria established by the WNA Board of Directors;** **B. Has been granted organizational affiliate status by the WNA Board of Directors; and** **C. Has paid an annual organizational affiliation fee to WNA.** **Section 2. Rights** **A. Each organizational affiliate shall be entitled to:** **1. One representative vote on WNA Annual Membership Meeting action items providing:** **a. Representative is a Registered Nurse** **b. Votes on non-governance related items.** **c. This does not prohibit voting on governance**	Adds a new article to the WNA Bylaws that provides a different type of membership within WNA. The benefits for having an Organizational Affiliate structure as part of WNA is as follows: WNA and like-minded nursing associations will have an opportunity to identify emerging trends and issues that impact nursing practice, education, workforce, policy, leadership and patient access to quality nursing care. Provide a collective, unified

	related items if the representative is a WNA member. **2. Submit Annual Report or make reports or presentations to the WNA Annual Membership Meeting within its area of expertise; and** **3. Submit the names of representatives qualified for appointment to ad hoc groups, task forces, and committees** **Section 3. Responsibilities** **Each organizational affiliate shall maintain a mission and purpose harmonious with the purposes and functions of WNA.** **Section 4. Disqualification** **Any organizational affiliate which fails to maintain qualifications stated in Section 1. or who fails to support the WNA mission and policies may be disqualified by a two-thirds vote of the Board of Directors.** **Due notice must be given to the affiliate and its members at least three months before the vote is taken.** **The organizational affiliate shall have the opportunity for a hearing with the WNA Board within said three-month period.** **Section 5. Reinstatement** **Any organizational affiliate which has been disqualified may be reinstated by a two-thirds vote of the WNA Board.**	and pro-active voice in responding to emerging trends. Provide another revenue stream to support WNA goals. Provide for greater numbers of WNA members. Provides greater visibility of WNA's mission, goals, activities and work products.
ARTICLE III - MEETINGS OF THE MEMBERSHIP ARTICLE IV – OFFICERS ARTICLE V - BOARD OF DIRECTORS	**Reorder all of the following articles to reflect the addition of a new ARTICLE III.** **ARTICLE IV - MEETINGS OF THE MEMBERSHIP** **ARTICLE V – OFFICERS** **ARTICLE VI - BOARD OF DIRECTORS**	A new Article "Organizational Affiliates" has been inserted after Article II. There must be instructions in the proposed language that the current language in the

ARTICLE VI - EXECUTIVE COMMITTEE ARTICLE VII - CHIEF EXECUTIVE ARTICLE VIII – COORDINATING CABINET ARTICLE IX – COUNCILS ARTICLE X - STANDING COMMITTEES of the Board ARTICLE XI - NOMINATIONS AND ELECTIONS ARTICLE XII – MUTUAL INTEREST GROUPS (MIG) ARTICLE XIII – RAPID RESPONSE UNIT ARTICLE XIV - PARLIAMENTARY AUTHORITY ARTICLE XV- AMENDMENTS	**ARTICLE VII - EXECUTIVE COMMITTEE** **ARTICLE VIII - CHIEF EXECUTIVE** **ARTICLE IX – COORDINATING CABINET** **ARTICLE X – COUNCILS** **ARTICLE XI- STANDING COMMITTEES of the BOARD** ARTICLE XII - NOMINATIONS AND ELECTIONS ARTICLE XIII – MUTUAL INTEREST GROUPS (MIG) ARTICLE XIV – RAPID RESPONSE UNIT ARTICLE XV - PARLIAMENTARY AUTHORITY ARTICLE XVI- AMENDMENTS	Bylaws remains, but the Articles need to be renumbered. There is language contained in some of the Articles that refer to a specific article and/or section. The reference to these sections needs to be edited to make sure the correct citation is accurate. For example: In the Nominations and Elections Section 5 A. refer to <u>Article IV</u>, Section 3.A.2. This will need to be changed to <u>Article V,</u> Section 3.A.s.
Current	Proposed	Rationale
<u>ARTICLE XI - NOMINATIONS AND ELECTIONS</u> <u>Section 1</u>. The WNA Nominating Committee provides nominees for Officers, Board of Directors, Councils and Committees for whom the member can elect. Section 2. The Nominating Committee is composed of six members all of whom have been elected by the members. Section 3. Meetings can take place in-person or electronically. <u>Section.4</u>. Nominations	**<u>ARTICLE XI - NOMINATIONS AND ELECTIONS</u>** <u>Section 1</u>. The WNA Nominating Committee provides nominees for Officers, Board of Directors, Councils and Committees for whom the member can elect. Section 2. The Nominating Committee is composed of six members all of whom have been elected by the members. Section 3. Meetings can take place in-person or electronically. <u>Section.4</u>. Nominations A. In even numbered years the Nominating Committee shall present a slate of candidates for Vice President, Secretary, three (3) Directors one of whom is a Staff Nurse, 3 members of each Council, and 3 Nominating Committee Members, B. In odd numbered years the Nominating Committee shall	The WNA Nominations Committee is viewed as a Committee of the Membership. All other Committees are viewed as Committees of the Board of Directors. The WNA Board of Directors has the authority to fill vacancies on Committees of the Board. It was identified by the Nominations Committee that the filling of vacancies on the Nominations

A. In even numbered years the Nominating Committee shall present a slate of candidates for Vice President, Secretary, three (3) Directors one of whom is a Staff Nurse, 3 members of each Council, and 3 Nominating Committee Members, B. In odd numbered years the Nominating Committee shall present a slate of candidates for President (and ANA Membership Assembly Representative as President), Treasurer, two (2) Directors one of whom is an Advanced Practice Registered Nurse, three (3) members of each Council, three (3) Nominating Committee Members; and WNA representatives and alternates to the ANA Membership Assembly the number of whom will be based on the ANA Membership Assembly Apportionment Policy. Membership Assembly representatives shall be elected for a two-year term or until a successor is elected. C. Ballots shall be constructed to provide for write-in candidates. D. The ballot shall indicate that the President is concurrently a candidate for ANA Membership Assembly, to serve a 2-year term concurrent with serving as	present a slate of candidates for President (and ANA Membership Assembly Representative as President), Treasurer, two (2) Directors one of whom is an Advanced Practice Registered Nurse, three (3) members of each Council, three (3) Nominating Committee Members; and WNA representatives and alternates to the ANA Membership Assembly the number of whom will be based on the ANA Membership Assembly Apportionment Policy. Membership Assembly representatives shall be elected for a two-year term or until a successor is elected. C. Ballots shall be constructed to provide for write-in candidates. D. The ballot shall indicate that the President is concurrently a candidate for ANA Membership Assembly, to serve a 2-year term concurrent with serving as WNA President. **Section 5. Vacancies** **1. Nominating Committee Vacancies shall be filled using the list of candidates who were listed on the ballot for a Nominating Committee position but not elected. The candidate with highest number of votes after the first three elected committee members will fill the position.** **2. The Nominating Committee may appoint a member to fill the vacant position if the Committee is unable to fill the position using the above procedure** Section **6.** ~~**5.**~~ Elections A. Elections shall be held no more than 90 days and not less than 30 days prior to the annual meeting of the WNA membership, or as addressed in Article IV, Section 3 A.2. B. All voting shall be by secret mail ballot or electronic means. A plurality vote elects. In the case of a tie, lot shall decide	Committee should not be within the preview of the WNA Board but rather remain with the Nominations Committee. The proposed Bylaws clarify how vacancies on the Nominations Committee are to be filled.

WNA President. <u>Section 5.</u> Elections A. Elections shall be held no more than 90 days and not less than 30 days prior to the annual meeting of the WNA membership, or as addressed in Article IV, Section 3 A.2. B. All voting shall be by secret mail ballot or electronic means. A plurality vote elects. In the case of a tie, lot shall decide the election.	the election.	

For more information or if you have questions for the Bylaws Committee please contact WNA Communications and Membership Director, Allison Champion, allison@wisconisnurses.org

Members of the Bylaw Committee are as follows:

Marie Garwood, Chair
Lea Acord
Pat Borgman

WNA 2018 Dialogue Forum Topic #1

Topic: Supporting Membership in WNA Organizational Affiliate

Introduced by: WNA Board of Directors Organizational Affiliate Task Force

Description

ANA and other State Nursing Associations have created a structure called, Organizational Affiliate. Organizational Affiliates are specialty nursing organizations that hold organizational-level membership of ANA or the SNA. The goal of the relationship is to increase commination for the purposes of working together, share information and collaborate in finding solutions to issues that face the nursing profession, regardless of specialty. While each organization maintains its autonomy, the nursing profession and the patients we serve benefit from a shared voice that speaks on health care issues from a position of unrivalled experience and expertise. For WNA, we have been the convener of the Wisconsin Nursing Coalition (WNC). The membership and the participation of the WNC continue to decline. They are currently in the process of looking at a new relationship model. At the May 2018 WNA Board of Directors Meeting it was decided to form a Task Force to conduct a feasibility study to determine the benefits of developing an Organizational Affiliate structure. The members of the Task Force were Linda Gobis, WNA President, Beth Markham, WNA Vice President, Pam Macari Sanberg, WNA Treasurer and Wendy Crary, WNA Board Director-at-large.

Task Force Work

The WNA Board of Directors Task Force identified the surrounding Midwest states that have created organizational affiliates. Seven of Midwest states: ANA – Illinois, Iowa, Missouri, Nebraska, North Dakota, Ohio and South Dakota have created a structure. The bylaws from each state were reviewed to determine common sections and language content. The most common sections of the bylaws related to membership rights and qualifications e.g. harmonious mission and values, type of nurses association, association membership is comprised of a majority of RNs; rights related to the WNA Annual Meeting that includes type of voting, number of representatives, and allowed to present reports of position statements, submit nominees for appointments, disqualification and reinstatement criteria.

Rationale for why this topic should be discussed by the WNA members during the WNA Membership Assembly Dialogue Forum

The Task Force and the WNA Board of Directors has agreed that there is value in WNA offering a structure that provides a platform for the nurses associations of Wisconsin to dialogue and provide unified voices that create or respond to emerging trends and issues related to nursing practice, education, workforce, policy and leadership. The discussion questions for the Dialogue Forum are:

1. Do the proposed WNA Bylaws address the new Organizational Affiliate structure?
2. What should be the benefits offered to an organizational affiliate member?

Recommendations for action to be taken by WNA (be specific)

1. Adopt the proposed WNA Bylaws that call for a new membership structure.
2. WNA Board of Directors will develop the membership benefits as recommended by the membership at the 2018 WNA Dialogue Forum

2820 Walton Commons West
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